Awards and Recognition

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Some Thoughts on Awards

- **Don’t be gratuitous; credibility is crucial**
- **Be aware that some Active Duty commands draw parallels to the levels of awards they give their AD commands**
- **Don’t wait to bundle awards in conjunction with your change of command; reward when worthy**
- **Ask the RESCEN and Supported Command for examples of good award packages to see their standard**
- **Be conscious of enlisted/CPO/officer award allocations**

SOQ/SOY/BJOQ/BJOY

- **Nominate your Sailors!**
- **Don’t worry about the competition**

  Nominating your Sailors is an outward sign of your covenant commitment

- **Understand the Center’s board process**

  “Know the game” but do NOT game the process

- **Get your CPOs involved; <u>it’s their program</u>**
- **Groom your next SOQ/SOY/BJOQ/BJOY**

Recognition Letters

- **Letter of Appreciation (LOA)**
  - **Good EVAL/FITREP input**
  - **Anyone can originate**
- **Letter of Commendation (LOC)**
  - **FLAG LOC is a one-point “Atta Boy” for E-6 and below**

Unit and Campaign Awards

- **Individuals often detach a command prior to receiving Unit or Campaign awards**
- **A master list of Unit Awards and Citations is updated annually in OPNAV NOTE 1650 and can be accessed at http://neds.nebt.daps.mil/o1650.htm**

  Enclosure 3: U.S. Navy Ships: Unit Awards & Campaign medals

  Enclosure 4: U.S. Navy Shore Commands: Unit Awards & Campaign Medals

Navy & Marine Corps Achievement (NA)

- **Awarded to LCDR and junior**
- **All Reserve CO'S regardless of rank authorized to wear the command at sea/ashore pin are approval authorities for personnel in their Chain of Command**
- **Summary of Action (SOA) not required (citation only); intention is to be quick turnaround award**
- **Seven and one-half line limit for citation**

- **"While Drilling Reservists Augment Unit Commanding Officers are not authorized to approve NAMS since they do not wear a command pin, I expect our NRA Commanders to fully support their requests for awards for their personnel. The days of senior Reservists with no personal awards should become a thing of the past." (RADM McLaughlin, CNRFC, 301302Z SEP 02)**

Navy & Marine Corps Commendation Medal (NC)

- All Reserve O-6's authorized to wear the command at sea/ashore pin are approval authorities for NC in their Chain of Command
- RADM (0-7) and above may approve for all Navy personnel 0-6 and below in their Chain of Command
- Active Duty 0-6 in command may approve NC's in their Chain of Command, including Reservists
- Summary of Action required; introductory and concluding paragraph with 8-10 bullets
- Seven and one-half line limit for citation

Meritorious Service Medal (MM)

- **CNRFC is the approval authority. Flag REDCOM Commanders, NRIC, SECGRU, ELSF AND CNAR are approval authorities for Reservists in their Chain of Command**
- **RADM (0-8) and above may approve for all Navy personnel 0-6 and below in their Chain of Command**
- **RDML (0-7) in command may approve for all Navy personnel 0-6 and below in their Chain of Command**
- **Twenty-two line citation limit**

Legion of Merit (LM)

- **CNRF is the approval authority except for Flag Officers which require OPNAV approval**
- **RADM (O8) Type Commanders may approve LM for O-6 Navy Personnel in their Chain of Command. Nominations for members below the grade of O-6 will be forwarded to the appropriate Fleet Commander for approval.**
- **VADM (O9) Flag Officers may approve LM for only those personnel of grade O-6. Nominations for members below the grade of O-6 will be forwarded to the appropriate Fleet Commander for approval.**
- **Twenty-two line citation limit**

Military Outstanding Volunteer Service Medal (MOVSM)

- May be awarded to members of the Naval Reserve who perform outstanding volunteer community service of a sustained, direct and consequential nature

- An individual's service must
  - be to the civilian community, to include the military family community;
  - be significant in nature and produce tangible results;
  - reflect favorably on the Military Service and the DoD; and
  - be of a sustained and direct nature (minimum of 3 years)
- Appendix A of the Awards Manual contains sample organizations that would qualify a member for the MOVSM (not all inclusive)
- Members must be recommended by anyone senior to them and submitted via their commanding officer using OPNAV 1650/3
- Authority to award the MOVSM is delegated to those officers who have authority to award the NA and above

NR Sea Service Ribbon

- Active duty, Selected Reserve, or any combination of active or Selected Reserve service aboard a Naval Reserve ship or its Reserve unit or an embarked active or Reserve staff, for a cumulative total of 24-months

- Creditable SELRES service must have been satisfactory as defined in BUPERSINST 1001.39D (i.e., 85 percent attendance at scheduled drills with annual AT performed for each period of 12 months SELRES duty)
- Qualifying ship duty includes duty in a self-propelled Naval Reserve ship, boat, or craft operated under the operational control of fleet or type commanders
- An individual cannot receive the Sea Service Deployment Ribbon and the Naval Reserve Sea Service Ribbon for the same service

Navy “E” Ribbon

- Authorized to be worn by all crew members of ships and aviation squadrons winning the fleet-wide annual competitive cycle which has exercises testing all phases of battle readiness

- SELRES permanently attached to and serving with the mobilization augmentation Naval Reserve unit(s) during the competitive cycle for which the award was given, or any part thereof, are entitled to the award provided the individuals concerned performed active duty for training aboard the unit during that competitive cycle
- Transients, temporary duty personnel, and those assigned to the cited ships and squadrons for active duty for training are not eligible for this award

National Defense Service Medal

- To recognize honorable active service as a member of the Armed Forces for any period after 26 June 1950 to 28 July 1954, after 31 December 1960 and before 15 August 1974, after 1 August 1990 and before 1 December 1995, or after 11 September 2001

- By Executive Order, all members of the National Guard and Reserve who were part of the Selected Reserve in good standing during the period 02 August 1990 to 30 November 1995, or after 11 September 2001 are eligible for the NDSM

NR Meritorious Service Medal

- Originated from a 1960 National Naval Reserve Policy Board Item to recognize enlisted Naval Reservists and provide an award equivalent to the Navy Good Conduct Medal (NGCM)
- Eligibility Requirements:

  Performs 3 active duty periods not less than 12 consecutive days each unless any period or portion of a period is waived by CNRF or his delegated authority

  Attends a minimum of 85 percent of all scheduled drills each year with an organized unit of the Naval Reserve for 3 consecutive years

  No courts martial convictions, NJP, or EVAL mark below 2.0

- Active duty time not credited toward award of the NGCM may be credited toward the NRMSM provided the member affiliates with the Selected Reserve within 90 days of discharge or release from active duty and has met all other requirements for the NGCM

Armed Forces Reserve Medal

- Issued to any officer or enlisted member of the Reserve Components who completes or has completed a total of 10 years of honorable satisfactory service within a period of 12 consecutive years
- Must accumulate during each anniversary year of service a total of at least 50 retirement points
- Upon completion of the first 10-year period, a bronze hour glass is awarded (silver hour glass for second 10 year period, gold hour glass for third, gold hour glass followed by a bronze for fourth)
- E.O. 13013 authorizes a bronze “M” device for participation in designated contingency operations on or after 01 August 1990
- A bronze numeral indicating the number of the award shall be included after the initial award
- There should be no “bare” Armed Forces Reserve Medals or ribbons

Navy and Marine Corps Overseas Service Ribbon

- For SELRES, 30 consecutive days or 45 cumulative days of active duty for training, annual training (AT), or TAD at overseas duty stations, including deployed units and units homeported overseas (Note: travel time and weekend training does not count)
- The same period of time can be used to earn eligibility for both the Naval Reserve Sea Service Ribbon and the Overseas Service Ribbon (CNO 091655Z MAY 00)

- Reservists who were recalled to active duty, such as for Operation DESERT STORM must fulfill requirements for active duty personnel (12-months consecutive or accumulated duty at overseas shore base duty station) (Note: Any period of more than 90 days is considered active duty)

Other Recognition

- **“Prompt” (solicit) recognition from other commands, if required**
- **RMPs and Non-Pay Drills**
- **Frock as soon as possible**
- **Meet and greet Sailors prior to Advancement Exam**
- **Pro-actively sponsor Sailors for Commissioning Programs**
- **Retirement and promotion/advancement ceremonies**
- **Association Awards (e.g., NRA Junior Officer of the Year)**
- **PRT Outstanding and Most Improved Performers**
- **“BZ” Spot Awards (e.g., Challenge Coin)**
- **Hometown Newspaper article**
- **CO sponsored Team Building events**
- **Marquee parking space for SOQ/SOY**
- **Reserve SOQ/SOY Program at Supported Command**
- **RCMA Peer Leadership Award**
- **Good deal schools (e.g., Career Information)**
- **Navy Times / Naval Reserve Association award notices**
- **ESGR (e.g., My Boss is a Patriot)**

Summary

- **Awards and recognition can be a tremendous asset if used judiciously, consistently, and equitably**
- **There are a variety of things a CO can do to reward and recognize outstanding performance beyond just personal awards**
- **The goal is to use your <u>whole</u> toolkit to build esprit de corps, improve morale, and sustain your unit's "willingness" to serve**
- **Bottom Line: <u>Lead from the front and take care of your people</u>**